

Methodist...

PAM.
AFRICA

South - Rhodesia

GENERAL POLICY

... OF THE ...

RHODESIA MISSION



Methodist Episcopal Church



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. . OF THE . .

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FOREWORD.



MANY of the items in this Policy have been talked of in a general way from the beginning of the Mission, but no definite decisions resulted. At the call of J. R. Gates, our District Superintendent, the entire missionary body on the field assembled at Old Umtali Mission on October 10th, 1911, and for some days discussed in open meeting the general plan and each item of the Policy. These items were each referred to a committee, where they were further discussed and given form, when each item was again submitted to the meeting for its approval. The whole was then adopted unanimously. In this way this policy has been promulgated.



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GENERAL POLICY.

THE CHURCH AND DISCIPLINE

1. The church shall be organised on the basis of one church, and therefore only one quarterly conference, and one leaders' and stewards' meeting, to all the work under the direction of one white missionary.

**Church
Organis-
ation**

2. The agreement concerning the reception of members, which was adopted by the action of the eighth session of our Mission Conference, should be rigidly adhered to ; and that even after the expiration of such time, the person should not be received unless there has been frequent visits and adequate supervision by the missionary in charge, unless he will also be reasonably sure of such supervision in the future. We believe that stations which are not visited at least once in three months are not receiving adequate supervision.

**Reception
of Members**

6. In cases where members of our church habitually and wilfully neglect the means of grace, or in any other way violate our laws, they shall be faithfully dealt with according to the provisions of our church discipline.

**Neglect of
Means of
Grace**

4. No polygamist of any sort, either man or woman, shall be admitted to membership, or the sacraments of the church.

Polygamists

5. The Sacrament of the Lord's Supper shall be administered to both full members and probationers.

**Administer-
ing the
Sacrament**

6. We shall use the Official Church Records.

THE CHURCH AND DISCIPLINE

Mission Meetings instead of District Conferences 7. We believe that the holding of District Conferences is not conducive to the best interests of the Mission, and advise that none shall be held. There shall be a meeting of the Mission held at the same time and place as the regular quarterly meeting of the finance committee. All missionaries shall be members of this body and so far as practicable all shall be present. The Mission shall designate one of these meetings each year for the special benefit of our native workers, and so far as is practicable all our native workers shall be present at that meeting. The committee on Qualifications of native workers shall arrange a programme for this meeting, and shall also conduct its examinations at this time.

Opening of New Work 8. We recommend that a standing committee of three shall be elected at each session of the Annual Conference to which all matters pertaining to *new work* shall be referred. This committee shall consider not only the advisability of such work with reference to the needs of that place, but also the advisability with reference to the needs of other existing or contemplated work. If such proposed new work shall be approved by this committee, it shall then be referred to the finance committee for decision as to whether the funds of the Mission will justify the opening of such work. No missionary shall be at liberty to open new work until he has met these requirements. We recommend that the present session of the Mission shall elect such a committee on new work, which shall continue in power until the annual Mission Conference shall have elected such committee

THE CHURCH AND DISCIPLINE

10. We realise that our gospel message is for all mankind, and that our Mission cannot escape responsibility for the evangelisation of the white population of the country. It shall be the policy of the Mission to improve every suitable opportunity of establishing preaching services for the white people. Such work shall be organised into churches only where it can be done in accordance with the requirements of the Manual as to self-support, and where there is a considerable number of people who will adhere to such organisation. In case any white church fails to meet the manual requirement as to self-support, we recommend that such church be administered in connection with the native work.

**work among
White
People**

EDUCATION.



TRAINING SCHOOL.

The teaching force of our Training School, in which we propose to train our religious leaders, is inadequate. We believe that much of the work at present carried on is ineffective from the missionary standpoint, because the staff is insufficient to cope with the demands made upon it

**The Staff
insufficient**

Carefully selected boys from all our stations shall be sent to our Training School, which shall be of such a size as can be conducted efficiently by the teaching staff. It is to be desired that boys who are to enter the Training School shall be prepared to take up first standard work, but any boy of promise having had less preparation may be admitted.

**Getting
boys into
school**

This school shall maintain three departments, which shall be known as the Bible, Literary and Industrial departments.

**Depart-
ments**

At that annual meeting of the Mission at which a programme is prepared for the native workers, the staff at the Training School shall provide a course of instruction which shall be designed to meet the needs of these workers.

**Course for
Native
Workers**

The Fee for entering the School shall be £8 (Eight Pounds), which shall cover the fifth standard.

Tuition

EDUCATION.

**Importance
of Educa-
tional work**

6. We recognise educational work as a very vital agency in the evangelisation of this people, and we deem it important that in all of our mission stations both the educational and evangelistic work shall be conducted.

**Co-
education**

7. At our missionary centers we shall equip, as soon as practicable, first class schools, and wherever the W.F.M.S. shall not organise the woman's work, we shall maintain a system of co-education in the literary department; but so far as possible the girls and women shall receive special instruction in religious and industrial training.

**Fees in
Schools**

8. In so far as it is possible, a nominal fee shall be charged for the registration of pupils wishing to attend our schools which are conducted at town centers: and this rule shall obtain at our three class schools, especially in the case of male adults who fail to attend at least 120 days during the year.

|| All Entrance Fees with respect to our first and second class schools shall be fixed by the Finance Committee.

NATIVE WORKERS.



Course of Study

Preparatory Course for Exhorters—The following course of study shall be adopted for native workers desiring to become Exhorters : Preparatory Course for Exhorters

1

Reading
Writing
Addition
Apostles' Creed
Lord's Prayer.

3

Reading
Dictation
Multiplication
1st and 23rd Psalm
Sen. Catechism.

2

Reading
Writing
Subtraction
Beautitudes
Junior Catechism.

4

Reading
Dictation
Division
Two Hymns & chap. from N.T.
Articles of Religion.

Examinations shall be held in this course once annually at such time and place as the Committee on Qualifications shall direct. This committee shall also conduct the examinations. Examinations

On completion of this course the native worker shall be eligible to election as an exhorter. Only one year of the course may be passed by a teacher at any annual examination; but any teacher who is now able to pass examinations on one or more years of the course shall be given credit for the same and passed on into the next year's study. Eligibility to election as an Exhorter

NATIVE WORKERS.

Preparatory Course for Local Preachers *Preparatory Course for Local Preachers.*—The following course of study shall be adopted for exhorters who desire to become Local Preachers :

- 1.—Reading, English or language required by Government.
Writing, Dictation.
Arithmetic, common Addition and Substraction.
Grammar, point out nouns, verbs, adjectives.
Translation, one parag. General Rules. Discipline.
Outline of Gospel of Matthew,
- 2.—Reading, English or language required by Government.
Writing, Dictation.
Arithmetic, common Multiplication and Division.
Grammar, parts of speech.
Translation, one parag. Special Advices. Discipline.
Outline Gospel of Mark.
- 3.—Reading, language required by Government.
Writing, Composition.
Arithmetic, Tables of money, time, length and weight.
Grammar, Parsing and Analysing of easy sentences.
Geography of South Africa.
Outline of St. Luke's Gospel.
How Membership of our Church is formed. Discipline.
- 4.—Reading, language required by Government.
Writing, Composition.
Arithmetic, simple Fractions.
Grammar, Parsing & Analysing of compound sentences
History of South Africa.
Qualifications and Work. Discipline.
Outline of St. John's Gospel.

Examinations Examinations shall be held annually at such time and place as the Committee on Qualifications shall direct. This committee shall also conduct examinations.

Eligibility to Local Preachers' Orders On completion of this course the exhorter shall be eligible to election as a Local Preacher, providing four full years with annual examinations have elapsed since the beginning of the course.

NATIVE WORKERS.

Local Preachers' Course.—The following course of study for Local Preachers shall be adopted as a substitute for that given in the discipline, providing the General Conference shall authorise the same.

**Local
Preachers'
Course**

1

- 1 Short History of Bible
- 2 500 of the 1000 questions on Methodism
- 3 Manual of Christian Doctrine
- 4 Life of Christ
- 5 Pilgrim's Progress

To be read:

- 1 Discipline
- 2 The Class Meeting
- 3 Life of John Wesley
- 4 Revivals.

2

- 1 Theological Compend.
- 2 Outlines of Church History
- 3 Discipline, part I-v
- 4 Remaining 500 questions on Methodism
- 5 Written Sermon.

To be read:

- 1 Tongue of Fire
- 2 Christian Perfection
- 3 How to study the Bible
- 4 Hand book of Bible manners and customs
- 5 Written account of conversion and call to preach

3

- 1 The Why of Methodism
- 2 Discipline, part v to end
- 3 Life of St. Paul
- 4 Men of the Old Testament
- 5 Preparation and delivery of a Sermon, part I
- 6 Written Sermon

To be read:

- 1 Art of Soul winning
- 2 Selections from J. Wesley's Writings
- 3 How to be a Pastor
- 4 How to conduct a Sunday S

4

- 1 History of New Testament
- 2 Men of New Testament
- 3 Doctrinal Aspects of Christian experience
- 4 Preparation and delivery of Sermons, part II.
- 5 Written Sermon

To be read:

- 1 Hand Book of Bible Geography
- 2 Short History of Methodism
- 3 The Art of Study
- 4 Review of the Four Years' Course.

NATIVE WORKERS.

Employment of Native Workers *The Employment of native workers.*—A standing committee composed of three members of the Conference, to be known as the Committee on Qualifications of native workers, shall be elected at each session of the Annual Conference. All persons to be employed as native workers shall be examined by this committee as to their literary and general qualifications for the work. No person who has not passed this examination shall receive pay from any mission funds. When the candidate has been thus examined and recommended by the Committee on Qualifications the question of his employment shall be referred to the Finance Committee, such Committee to decide as to whether he shall be employed, and if so, at what rate of wage.

Requirements of Native Workers *Requirements of native workers.*—We believe the time has come when this Mission should require extreme simplicity in dress from our native workers and their families, and that so far as they shall be able to accomplish it, they shall induce our church members in the kraals to adopt the same: they shall also discourage all extravagances at weddings,

Use of Tobacco 8. We require that our native workers shall wholly abstain from the use of tobacco, and that they shall use their utmost influence to induce all of our people to do so.

NATIVE AFFAIRS.

1. Our people shall be encouraged to be baptised in the native name only, and to retain the name of the father as the family name. Our records shall include the baptismal name, the pass or kraal name if other than the baptismal name, and the name of the father or husband as the family name.

Baptismal

2. While we recognise the necessity of allowing our people to pay *lobolo* in cases where the father or the guardian is a heathen, we will in no case allow either a father or guardian who is a member of our church to receive *lobolo*.

Lobolo

3. While we recognise marriage according to native usage as legally and morally binding, we earnestly recommend that our people shall also be married according to Christian usage.

**Christian
Marriage
Rites**

4. The action taken at the 7th session of the Annual Mission Conference, forbidding corporal punishment of natives at our mission stations, except in the case of little children, shall be strictly observed.

**Corporal
Punishment**

5. No woman who is known to have come to any of our mission stations without the consent of her husband, parents, or guardian, shall be permanently received or harboured by us. Where an investigation by the Native Commissioner seems imperative, the missionary in charge shall send a written statement to the Native Commissioner, containing such data as he may be in possession of. We recommend the use of the form on the following page.

**Harboring
of
Runaways**

NATIVE AFFAIRS.

The Native Commissioner,

Dear Sir,

*We have to inform you that a ^{woman}
girl*

named..... of.....

kraal, has come to us seeking admission to our school

*at..... The ^{woman}
girl will be allowed*

to remain here at our station subject to your direction,

and we respectfully await your decision. Attached

herewith is a statement of the circumstances as we

understand them.

Use of 6. We will not tolerate the use of *doro* (beer) by
Native Beer either our native workers or church members, and so
far as possible we will discourage the use of *mahewo*

SUNDAY SCHOOL.

It shall be our policy to have a Sunday School on each mission station and to see that they have proper supplies.

We have recommended to the Publishing Committee that Sunday School lesson leaves should be established in the vernacular with more extensive helps, and that they be incorporated into a native religious paper published monthly.

**S.S. Lesson
Leaves**

The following *Order of Service* was decided upon:— **Order of
Service**

- | | |
|----------------------|------------------------------|
| 1 Hymn | 6 Classes |
| 2 Prayer | 7 Hymn |
| 3 [Memory Scripture] | 8 Review |
| 4 Reading Lesson | 8 Report attendance by class |
| 5 Hymn | 9 Prayer (or benediction). |
| | 10 Closing Hymn. |

WOMAN'S WORK

Schools for special Bible and Industrial training for women shall be established at all of our mission centers, and where there is a demand, Boarding Schools should be established.

**Special
Schools**

At that quarterly meeting of the Conference at which a special programme for native workers is prepared, there shall be a Christian Workers' Conference for women, the purpose of which is special religious instruction with reference to the work they are expected to do in the kraals. As far as possible, meetings shall be held twice a year on the various circuits, for the benefit of the women on those circuits, and other meetings shall also be held as provided for by the Womans' Conference. The wives of all native teachers should have special instruction along the lines of work required of bible women.

**Women
Workers'
Conference**

**Circuit
Conferences**

LANGUAGE.

Instruction in language The Bishop shall be requested to appoint at each session of the Annual Mission Conference some person as instructor in the native language, whose duty it shall be to direct the missionaries in their study of the language, and conduct examinations in the same.

Language for Missionaries on the field Every missionary who has not acquired a good working knowledge of the language shall be urged to give all possible attention to its study, and shall be required to pass examinations on the same at stated intervals, as provided by the instructor in native language.

Language for New missionaries The Bishop shall be requested to arrange the appointments of new missionaries so as to allow adequate time for the study of the language. They shall be expected to pursue their study under the direction of the instructor in native language, and required to pass a satisfactory examination in the same at regular intervals.

MEDICAL WORK.

Our Mission has given too little attention to medical work. We need immediately another medical man in Rhodesia. A well-equipped dispensary, with the beginnings of a hospital, ought to be established at the place of residence of each physician. There ought to be at least three medical missionaries in Rhodesia. One of these medical men, centrally located, shall be in charge of a sanatorium as a place of recuperation for the missionaries.

MISSION FUNDS and PROPERTY

1. The Mission shall require the missionary in **Inventory** charge of each center to take, or cause to be taken, during the last week in December of each year, an inventory of all house, school and office furniture, shop tools, farming tools and implements, harnesses, saddles and wagons ; of all buildings, live stock and poultry, lands, fruit and lumber trees, produce and all other property or properties belonging to the Board of Foreign Missions of the Methodist Episcopal Church, and present such inventory to the Finance Committee at its January meeting. Such inventory shall be made on the basis of original cost, and also probable present value, and shall include all property not only that at the mission center, but that at the out stations as well.

2. Each missionary shall be required to deposit **Contributions in self support** with the Finance Committee, at its regular quarterly meeting, all monetary contributions made by native people in aid to self-support.

3. In amplification of the definition adopted by **Definition of Self-support** the Eighth Session of our Mission Conference, we define self-support as follows :--All monetary support given by natives such as church collections, free-will offerings, school fees, etc., all profits from books and supplies sold, all labour, building material, food stuffs, stock, poultry, etc., contributed by the natives ; all harvested crops and increase in stock and poultry either sold or used by the Mission ; building and building repairs, repairs on machinery, building material made or obtained on the farm. It shall be our purpose to work definitely toward self-support on all our landed property.

MISSION FUNDS AND PROPERTY

Estimating Contributions and Expenditures 4. The Finance Committee, together with the missionary in charge, shall make careful estimates both of the regular and expected contributions for the support of each missionary center, and shall further appropriate such funds according to the approximate requirement of the several classes of work as represented. No missionary shall be allowed to exceed the amount appropriated to each class, even if his receipts exceed the estimates.

Quarterly Statement 5. Each missionary in charge shall present a quarterly statement to the Finance Committee showing an itemised account of all monies received from regular appropriation, special gifts, Government grants and self-support realised from any cultivated land, live stock, poultry, or from any other source, and showing according to classes—(as adopted by the Finance Committee)—how such monies have been disbursed.

Land as residence for natives 6. The Mission shall not acquire land to afford a residence for natives merely that the number of people shall be large enough to justify the opening and maintaining of a mission center.

Land on Government Credit 7. The Finance Committee, together with the missionary in charge of Agriculture, shall select and recommend to the Board of Foreign Missions at New York, all land that is to be purchased or taken up on the Government credit.

8. So far as practicable the Mission shall aim at uniformity of style in building churches and native teachers' houses at our out stations, also with reference to benches, desks, platforms and railings which make up the church furniture. We shall also encourage the building of a proper house or houses by our native church members, and aim at rules for the regulating of kraal sanitation and personal cleanliness on the part of Christian natives.

Building of Churches, etc.

9. The Finance Committee shall place and plan all buildings to be erected, and all homes for missionaries shall be planned for one family only. This committee shall see to the stocking of the farm. They shall guide in the selection of suitable crops and industries to be taken up on the farm, and shall see that fruit and forest trees are planted.

Finance Committee & planning of Farms

10. We have a Book Depository established at Old Umtali, and the general policy of the Mission shall be that all of the Mission Stations shall procure their supplies therefrom. Any profits accruing to the Book Depository shall be placed in a general fund and shall be disbursed by the Finance Committee. The Book Depository shall be under the control of the Publishing Committee appointed at the Annual Conference.

Book Depository

11. The Mission shall furnish to each of our missionary centers one or more of the secular periodicals of the country. The number shall be determined by the Finance Committee. The purpose shall be to afford the missionaries helpful information on questions relating to law and industry.

Periodicals for Mission centers

RULINGS OF THE FINANCE COMMITTEE.

No expenditure calling for an outlay greater than **Expenditure** £5 can be made by any missionary, without a special action of the Finance Committee.

In view of past misunderstandings regarding land **Land Transactions** purchases, all transactions shall be carried on by the District Superintendent ; but the District Superintendent shall work only with the approval of the Finance Committee and in accord with its instructions Any correspondence involved shall be done on the printed letter-heads of the Finance Committee, where the names of the District Superintendents shall appear as such.

The following list of articles will be supplied by the Mission to married missionaries as heavy furniture : **Furniture to be supplied by Mission**

- | | |
|---|---|
| 1 Stove and necessary piping | 11 4-8 other chairs |
| 2 Kitchen Safe | 12 2-4 Beds, as needed |
| 3 Kitchen Table | 13 2 Mosquito Nets |
| 4 2 Kitchen Chairs | 14 5-15 yards of copper netting for windows |
| 5 Dining room Table (extension or made at Old Umtali) | 15 1 Couch |
| 6 6 Dining room Chairs | 16 1 Mirror |
| 7 Sideboard, plain, made of packing cases | 17 2 Baths |
| 8 Linoleum, 12-18 yards, as needed | 18 2 Dressers or Chiffoniers |
| 9 2 Tables, ready made or made at Old Umtali | 19 Washstand & Chamber Set |
| 10 Book Case, large enough for 200 volumes | 20 Wardrobe |
| | 21 Shades, for all windows |
| | 22 Sewing Machine |
| | 23 2 Lamps |
| | 24 1 Clock |

For *Single Missionaries* the following shall be included :— Items above 1, 2, 3, 5, 9, 10, 16, 19, 21, and in addition, 4 Dining room Chairs, 2 other Chairs, 12-24 yards of Linoleum, 1-2 Beds and Mattresses, 1 Mosquito net, 1 Bath, 1 Lamp, 1 Dresser.

RULINGS OF THE FINANCE COMMITTEE.

- Traveling Expenses allowed** When it is necessary for a missionary to travel on Mission business, except to an annual conference, he shall be allowed all items of expense in excess of the cost of living in his home. These bills shall be first presented to the Finance Committee in itemised form at the regular meeting.
- Purchase of Personal Property in Mission** No person purchasing property of any description on his own account shall turn such property over to the Mission and re-imburse himself with Mission funds or property. If, however, the Mission requires such piece of personal property as may be offered, it may purchase same, but only with the consent of the Finance Committee.
- Auditing of Accounts** All accounts of the Mission shall be audited quarterly with the following exceptions: St. Andrew's Church and St. Paul's Church shall present a balance sheet semi-annually; Dr. Gurney shall present a balance sheet quarterly and all accounts semi-annually. In the event of the failure of any part of the Mission to present accounts, no monies shall be paid to them until the audit is completed.

